

Cause No

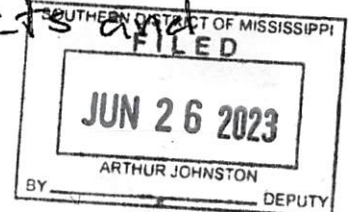
3:23cv 408-DPJ-FKB

Title VII of Civil Rights Act of 1964 as amended

Raymond Pitts #410358466
 909 North St. #7 .VS.
 Jackson Miss 39202

WAFFLE House Inc
 5986 Financial DR
 Norcross, GA 30071

Comes Now Raymond Pitts #410358466 ~~Pro Se~~
 Before the honorable court of the United States
 for violation of my Civil Right not to be Retaliated
 against in the work place or AT HOME BY ones
 Employer. The violation Taken Place in Jackson
 Mississippi a WAFFLE House at unit #832 at
 106 LARSON St Jackson Miss. I believe it to
 Fall in the Southern District of the Federal
 Courts of Natchez Mississippi Facts and
 Exhibits are as Follows



I Raymond Pitts #410358466 Began my WAFFLE
 House Career in 1997 At a WAFFLE house
 In Memphis TN from There it was Germantown
 TN, Cordova TN, Bartlett TN, Lakeland TN,
 Atlanta GA, Tunica Miss, Hernando Miss, Olive
 Branch Miss, Horn Lake Miss, Flowood Miss
 Pearl Miss. Jackson Miss Verifiable By Federal
 Tax Returns since 1997

At no time or any place have I encountered the Adversity at which I was subjected to at WAFFLE House #832 Other Than My Time in prison of which I served Ten (10) years for Armed Robbery From the Beginning Beginning

1. It was Apparent the policies simple as dress code were not Being observed nor was proper uniforms Being issued
2. Shortly after Becoming supervisor it was ~~made~~ obvious unit Mgr Rodger (LNU) did not run the unit, I was 2nd shift supervisor But Filled in on alternate shifts on a as needed Basis as I often did in other units

Thru subpoena of Employment ~~Recor~~ Records The Court will see as a fill in on a alternate 3rd ~~sh~~ shift I was placed with a sales person known only to me as "Mette" at which time she made it clear who was running unit #832 of WAFFLE House in Jackson Miss While Brandishing a semi automatic pistol Thru My Experience at WAFFLE House, Prison and general surviving skill I calmly Explained that she cant do her "Hustle" Everyday nor anyday with ~~me if I catch you~~ me, I would not Be involved. I Reported the incident to

Unit Mgr Rodger (LNU) and district Mgr Chris Pechan Both whom after continual Reports of the criminal activity Unit Mgr Rodger (LNU) and ~~Resigned~~ Quit and District Mgr ~~Chris~~ Chris Pechan Transferred But nothing was done about my Reports

3. As a Supervisor I Tried to lead by Example Starting with a full complete uniform and My Reports ~~to~~ to the New Unit Mgr Jeremy Hill and District Mgr T.J (LNU) Where ~~at~~ only met with They had no one else to work But neither where actively Recruiting New Employees But ~~it~~ encouraged Me to

4. I was often Mislead Being told Unit Mgr Jeremy Hill and/or District Mgr T.J (LNU) would REVIEW video and adress issues But they ~~at~~ NEVER did ~~By There~~

A Mantinance Issue of the FREEZE continually BRAK'ing down WAS NEVER addressed until I as a member of Management with access To the Group ME Social WEBSITE For ~~tot~~ Waffle House Mgmt Posted My concerns and photo's of Mantinance Crew

There After on or about Nov. 25-30 a fill in salesperson known as Kim AKA "Monique" (LNU) WAS a dangerous issue. SEE Exhibit A |

Exhibit A1 Is a draft copy of a written Report submitted to District T. J (LNU) it is a draft so it is incomplete But By subpoena the written report is available as well as a online submission That T. J (LNU) encouraged me to file as well

5. Around the same Time District Mgr T. J (LNU) increased PRESSURES By Demand I work more and more overtime in his District and when I REFUSED I was given a written Warning for not working a 3rd shift at another location when I had already had overtime at unit #232 SEE Exhibit A2

This or simalar Behavior continued until District Mgr T. J (LNU) Transferred after Denying me one

6. By this time I was catch catching on to the Fact I was Reporting it wrongly By Report it To Division Enes Ernest (LNU) who's solution of Rotating Mgmt out to cover up the serious issues I continually Reported

AT which time Chris Pechan was MADE by promotion The Division Mgr The same District I had Reported all activity activities of Theft, open air DRUG MARKET and CREDIT CARD Fraud And Then it got worse to the Point of unbearable EVEN as experienced

As I am, nothing but Prison could I compare it to and Waffle House is not Prison nor should it Be compared to When policies set forth By a corporate office are observed and enforced as is the Job of Management

7. Around the approxment time or a little Before Chris Pechan's promotion to Division T.J (LNU) WAS Replaced By and new District Cedric (LNU) and after repeated Request of Transfer To the point of asking for a sepearation notice And Denied Both and any attempt at just quitting and not showing up was met with Harassing phone calls and/or visits to my home to "pick" me up for work.

8. I Raymond Pitts live less Than ONE(1) mile from Waffle House #832 I HAVE NEVER MISSED a day of work or BEEN late with out notice Even on Rainy Days I can and have called a UBER, LYft (TAXI) or wore a poncho I never missed work There was never a need as I seen it to come to my home and pick me up I found this to be Harassing or a ENVIASION of m private home life By Waffle House Management which was another concern of mine that Fell on DEAF EARS

9. From the beginning at WAFFLE House #832 it was apparent that proper training was not a priority sales persons where not using the Pull, Drop, MARK calling process Note was Grill Operators ~~not~~ using the Magic Marker System

By My experienced observation They where Teaching Them to "Hustle" (Criminal ~~active~~ behavior)

Fully staffed and operational WAFFLE House does not Take To GO orders only, But At unit #832 Rather than wash dishes it was the norm all most acceptable By everyone But ME and WAFFLE House policies WE ARE a 24hr Full service Restaurant "GOOD Food FAST" is the motto not Fast Food

As a supervisory form of Management I could not hire or Terminate employees, But was encouraged to the point of pressured to recruit employees

My Request to hire persons of ~~special~~ mild handy caps or RETIREES people that ~~can~~ can only work partime anyway But are or can be good reliable Employees was not received well by general Management

10. Due to environmental influence of a chronic hostile work environment and my life experiences from poverty to prison I was becoming defensive and or overly defensive at times and I noticed the changes in me and I was not "happy" with it I fault so hard not to live "That Life" But as a parolee I did not have many choices and having no family I had no help or support to just quit my only job and wait to find another

Beginning about mid February I stressed and frustrated to no foreseeable end, so I asked a separation notice from WAFFE House unit #832 Jeremy Hill unit Manager and Cedric (LNU) District Mgr. Laughed at me and told me I could not do that and I even tried to explain I was not quitting WAFFE House just unit #832 if they would not transfer me I was told it was no going to happen

11. Hostile work environment went from unbearable to impossible March 3-5 video available by subpoena will show the environment in which I have previously stated, I was schedule 17hr ~~shift~~ shifts with only a 6 hr break SEE Exhibit ^{at LATER} DATE with a uncooperative 3rd shift, As a second shift supervisor I hold no supervisory authority on 3rd shift shift that was a man named Rico working a alternate shift or store I am only

To do what is Required of the Position I'm Filling in For But time and time again upper Management would place me at odds with my Fellow coworkers By placing me at odds with ~~where~~ ~~an~~ alternate 3rd shifts where unacceptable Behavior was the norm and when I would make a Report They would go back and tell persons I was snitching stop doing what your doing Thats how They Ran Unit #832

12. I Raymond Pitts #410358466 first hand knowledge of the outside Environmental influences of the city of Jackson and WAFFLE House non Felon employee's buying Firearms for convicted Felons I Became Fearful for my life And on March 13, 2023 I Entered WAFFLE House #832 at 106 Larson St. 39202 To Demand my SEPERATION notice INSTEAD I WAS Fired for insubordination which what the insubordination was NEVER made clear I continually called Management Only to be told I could Be given houses in another city/unit But not unit #832 But I could Be Rehired and Chris Pechan Told to file for unemployment to get my BACK pay / lost wages, Lori Pettaway at WAFFLE House Corporate office could not or was at a loss as to why I was Being Treated or had no answers There was nothing to support me Being Terminated for insubordination no prior or at the time nothing other than me wanting and demanding action of the Treatment of myself and others and observation of company policies.

13 Since My Termination I have continually TRIED to understand This MATTER I have MADE SEVERAL if not more attempts To Regain my employment Lori Pettaway of WAFFLE House can BE CALLED To Witness by subpoena as well as others to BE NAMED at a LATER DATE at no time was any insubordination MADE CLEAR nor ARE there any supporting Documentation There of So I Believe I have BEEN Discriminated against By Retaliation Due to my Promotion of company policies I also understand not all cases are the Really no case is Therefore I can only offer similar CASE LAWS ~~THE~~ BEING Northern Santa Fe Railroad Co v. White and Hollins v. Atlantic Co 188 F.3d 652 662, Mattern v. Eastman Kodak Co., 104 F.3d 702, 707, (5th Cir 1997) I Fully understand I am not a Lawyer nor Judge That is My Motive ~~an~~ to SEEK Judicial Review

14 I have sought Help From the EEOC only to receive little to no assistance to the point of my verbal statements Being Grossly ~~misrepresentation~~ misrepresented as Evident of the ~~the~~ ~~house~~ for (4) statement I gave when Finally receiving my Charge No 423-2023 00995 The AMENDED Charge which I did the same day after using glasses to READ it instead of just Trusting a FEDERAL Employee SEE EXHIBIT

Resolution Sought: Maximum Award
By Full Judicial Review

I Raymond Pitts # 410358466 Due
Humbly submit To the FEDERAL Court
of the United State My ~~petition~~ request
for ~~Relief~~ Relief From Discrimination of My
Employer

Submitted This Day

A handwritten signature in black ink, reading "Raymond Pitts". The signature is written in a cursive style with a large, sweeping loop over the first part of the name.

Certificate of Service

I Raymond Pitts #410358466 did on this day JUNE 13th file for Judicial Review a Charge Complaint with the U.S Federal Court in the Southern District of Mississippi With original mailing to the Federal Courts in Natchez Mississippi and a True Factual Copy mailed to WAFFLE House Inc 5986 Financial DR. Norcross, GA 30071

Raymond Pitts
Raymond Pitts

Federal Court of the Southern District
of Mississippi
109 S. PEARL ST. Natchez
MS, 39120
Date Notarized 06/13/2023
Notary Public - Gloria J. Ramsey
Gloria J. Ramsey

